Labour Management Services

Ontario Office of Collective Bargaining Information

ONTARIO COLLECTIVE BARGAINING AGREEMENT EXPIRATIONS 1998

TABLE OF CONTENTS

Foreword i

Executive Summary ii

Ontario Collective Bargaining Agreement Expirations, 1998 1

Economic Setting 2

Monthly Activity 3

Industrial Activity 3

Union Activity 4

Tables 5

TABLES

Table 1	-	Ontario Collective Agreements Expiring in 1998, By Month and Industry, Number of Agreements	6
Table 2	-	Ontario Collective Agreements Expiring in 1998, By Month and Industry, Number of Employees Covered	7
Table 3	-	Ontario Collective Agreements Expiring in 1998, Covering 200 or More Employees, By Month of Expiration	8

CHARTS

Chart 1	-	Ontario Collective Agreement Expirations, Employees Covered, 1989-1998	1
Chart 2	-	Selected Economic Indicators, 1992-1999	2
Chart 3	-	Monthly Bargaining Activity, 1998	3

103-03952/

FOREWORD

This is the thirty-first annual report on collective agreement expirations, produced by the Office of Collective Bargaining Information (OCBI).

The information contained in this report is derived from the database of the Office of Collective Bargaining Information, as of **December 1, 1997**. The names of employer, bargaining agent(s) and the number of employees listed for each expiry reflect the information at the time of ratification of the last agreement. It does not include situations that will result from recent or future certifications by the Ontario Labour Relations Board, or expired agreements that had not been settled or ratified when the report was completed.

Detailed tables and listings of 1998 expirations by industry, union, and size of bargaining unit are available from OCBI. For further information on this publication or other services, please call **(416) 326-1260.**

Note: The listing of 1998 expiries in Table 3 refers to existing bargaining units prior to amalgamations which may be occurring through Bills 136 and 160; as a result, when the parties in some municipalities, hospitals and school boards begin bargaining, their bargaining units could differ from the listing in this report.

EXECUTIVE SUMMARY

Ontario Collective Bargaining Agreement Expirations provides an overview of collective bargaining activity in Ontario expected in 1998. A summary of the key findings of this report is outlined below.

- Collective bargaining activity scheduled for 1998 will involve more than 2,900 collective agreements covering close to 560,000 employees.

- Most bargaining activity in 1998, in terms of numbers of employees, will take place in the months of April, August and December. In terms of contract expiries, most bargaining activity will take place in March, August and December. Activity is mainly due to contract expiries in construction, provincial and local governments, health and welfare and the education and related services sector.

- Although the private sector accounts for about 61% of all contract expiries in 1998, ongoing restructuring in the broader public sector (BPS) will affect large numbers of negotiations in addition to actual contract expiries.

- With the passage of a number of pieces of legislation affecting the operation of municipalities, school boards, hospitals and fire fighting services, collective bargaining in the public sector will continue through an adjustment period, after being on hold for a number of years under the *Social Contract Act*.

- Key negotiations in the private sector include Air Canada, CP, CANPAR Transport (transportation), CAMI Automotive, AG Simpson Co. Ltd. (transportation equipment), Ford Electronics, General Electric (electrical products), Bell Canada (communications), Fortinos Supermarkets Ltd. (retail trade), Avenor Inc., Domtar Inc., E.B. Eddy, Abitibi-Price Inc. (pulp and paper), Canadian Film and Television Producers Association, Windsor Casino Ltd. (recreational services), Brewers Retail (retail trade), Canadian Advertising Institute and Canadian Advertisers Association (management services), CARA and various independent franchises (accommodation and food services) as well as construction.

- Major negotiations in the public sector include school boards (education and related services), nursing homes (health and community services), Canada Post (communications), Ontario Hydro (electric, gas and water), LCBO (retail trade), Treasury Board of Canada (federal government), municipalities and the provincial government.

- The top five unions covering the largest number of employees under agreements expiring in 1998 are the teachers' federations, the Ontario Public Service Employees Union, the Canadian Union of Public Employees, the Canadian Auto Workers and the Communications, Energy and Paperworkers Union.

ONTARIO COLLECTIVE BARGAINING, AGREEMENT EXPIRATIONS, 1998

Collective bargaining scheduled for 1998 will involve 2,907 collective agreements covering 559,575 employees. Compared to 1997, this represents an increase in the number of bargaining situations of 25% covering 57% more employees. Current data shows that the number of employees covered by expiring collective agreements in 1998 will be the 4th highest in the past ten years. (See Figure 1).

The agreements up for renewal in 1998 represent 29% of Ontario's 10,108 agreements and affect 38% of its 1,485,900 unionized employees.

Thirty-nine percent of the agreements up for renewal in 1998 are in the broader public sector (BPS) covering almost half of the employees in bargaining situations. This represents just over one quarter of all BPS collective agreements, up from 12% in 1997. However, as of December 9, 1997 over half of all BPS agreements have expired and not been renewed.

With the passage of Bill 136 (*The Public Sector Transition Stability Act*), Bill 84 (*The Fire Protection and Prevention Act*), Bill 104 (*The Fewer School Boards Act*) and Bill 160 (*The Education Quality Improvement Act*), collective bargaining in the public sector will continue through an adjustment period, after being on hold somewhat for a number of years under the *Social Contract Act*.

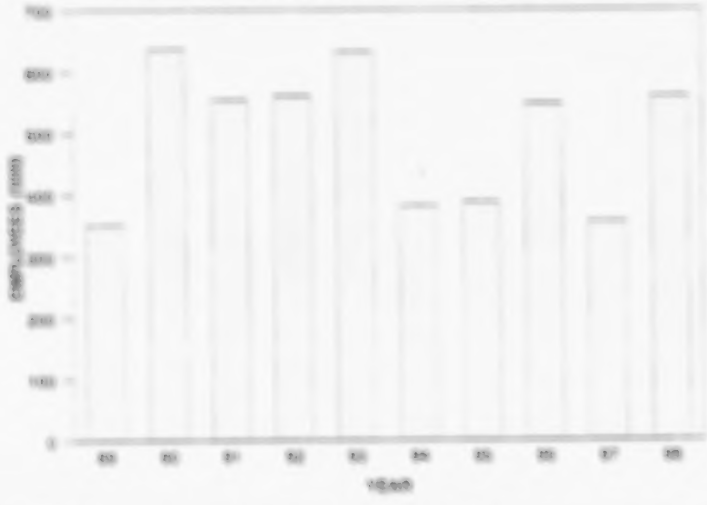
Merging hospitals, school boards and municipalities and the downloading of social housing, welfare and social services, ambulance services and public transit will affect large numbers of negotiations in addition to

KEY NEGOTIATIONS IN 1998

MONTH	EMPLOYER/SECTOR	UNION(S)	EMPLOYEES*
Jan	Ford Electronics Manuf Corp	Westfriends	1,500
Mar	Liquor Control Bd and Liquor Licence Bd	OLBEU	5,000
	Windsor Casino Ltd	CAW	1,800
	Teaching Hospitals Committee	Interns & Residents Assn	3,200
	Can Advertising Instit/ Can Advertising Assn	ACTRA	2,431
April	Construction Sector	Various	56,161
	Air Canada	Airline Pilots	1,000
May	Cara & Various Indep Franchisees	Can Restaurant Emplo	2,200
	Treasury Bd of Canada	Economists & Related Emplo	1,872
June	Fortinos Supermarket Ltd	UFCW	2,026
July	AG Simpson Co Ltd	CAW	2,200
Aug	Various School Boards	Various	107,312
Sept	CAW Automotive Inc	CAW	2,250
Oct	Air Canada	CUPE	1,620
Dec	Ontario Government	OPSEU	66,102
	Ontario Hydro	Ont Hydro Prof Emplo	5,300
	Brewers Retail	UFCW	5,000
	Can Film & TV Producers Assn	ACTRA	5,500
	Can Pacific Ltd & St Lawrence Hudson	Locomotive Engineers	1,400
Various	Bell Canada	Various	19,700
Various	Canada Post	Various	4,500
Various	Pulp & Paper Industry	Various	12,000

* Employee coverage reflects the number of employees as of ratification date of last agreement

Figure 1 - **ONTARIO COLLECTIVE AGREEMENT EXPIRATIONS, EMPLOYEES COVERED, 1989-1998**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

those agreements expiring in 1998. Firefighters' and school board teachers' negotiations will now effectively fall under the *Ontario Labour Relations Act* so there will be an adjustment period as the parties become accustomed to the new bargaining process. In addition, organizations which are covered under Bills 104 and 160 must reopen their existing collective agreements after January 1, 1998. Restructuring in the various BPS sectors will affect more than 1,000 collective agreements and more than 250,000 unionized employees, in addition to any non-unionized workers in the merging organizations.

A number of organizations have opted to delay collective bargaining negotiations until their position in the new structure has been determined. This will likely lead to high volumes of collective bargaining toward the end of 1998 and into 1999 once bargaining units have been determined and certification applications have been addressed.

In terms of the number of bargaining situations, in addition to the BPS activity noted above (health and welfare, education and related, and local government), negotiations will also be concentrated in construction, wholesale trade, food and beverage, fabricated metals and retail trade. (See Tables 1 & 2).

Economic Setting

Economic forecasts indicate that bargaining in 1998 will again take place in a strong economic environment. In 1997, Ontario's real domestic product is estimated to rise by 4.4 percent largely as a result of strong growth in the manufacturing, construction and financial services sectors. While the growth is forecast to cool slightly, the Ministry of Finance is projecting a moderate growth of 3.5 percent in 1998 and a somewhat slower growth in 1999 projected at 3.1 percent. (See figure 2 below).

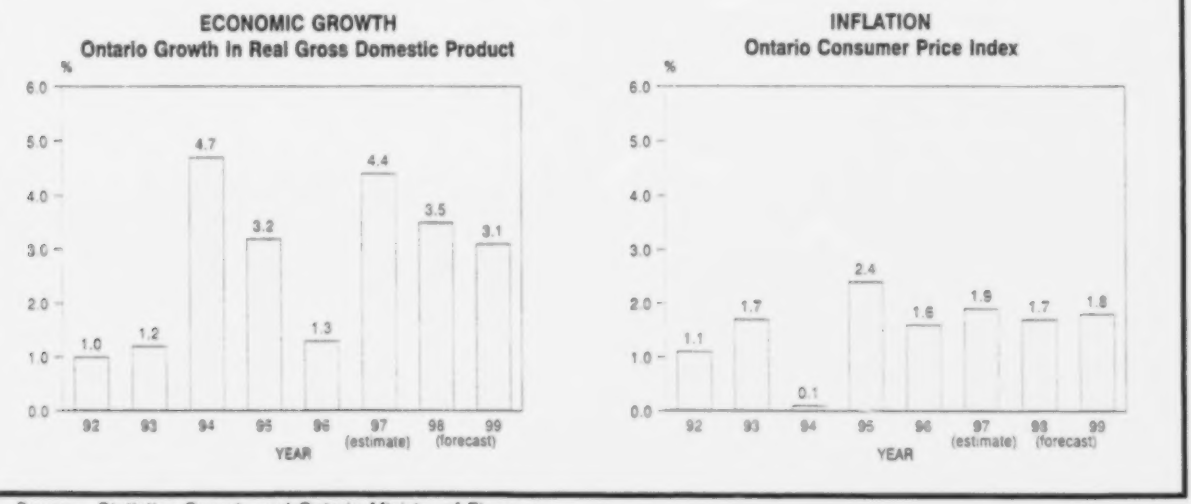
The annual inflation rate, as measured by the Ontario Consumer Price Index (CPI) is estimated at 1.9 percent in 1997, representing a slight rise from 1.6 percent in 1996. The Ministry of Finance forecasts that inflation will remain low at 1.7 percent in 1998 and 1.8 percent in 1999.

The national unemployment rate remained high at 9.2 percent in 1997, down slightly from 9.7 percent in 1996. The Ontario unemployment rate fell by 0.6 percent in 1997 to 8.5 percent. Current forecasts predict that Ontario's unemployment rate will continue to decline ranging from 7.8-8.2 percent in 1998 and from 7.6-8.0 percent in 1999.

Under collective agreements covering 200 or more Ontario employees reaching settlements during the first eleven months of 1997, increases to base wage rates averaged 1.2 percent per year, an increase of 0.2 percent over the 1996 figure. Wage settlements in manufacturing (2.9 percent) and trade and finance (2.3 percent) resulted in an average annual wage increase in the private sector of 2.1 percent. Public sector wage settlements remained low at 0.6 percent in the first eleven months of 1997, up 0.3 percent over the 1996 average.

With the strengthening economy and strong performance in the private sector, pressures for higher wage settlements will continue. However major restructuring in the public sector will continue to have a moderating

Figure 2 - **SELECTED ECONOMIC INDICATORS, 1992 - 1999**



Source: Statistics Canada and Ontario Ministry of Finance

effect on overall wage demands, despite the growing economy and low inflation. In addition, issues such as job security, income protection and labour adjustment will once again remain high on the bargaining agenda.

Monthly Activity

Expirations during the months of April, August and December cover the largest number of employees, representing more than 65% of the total for the year. The high volume of bargaining in April reflects the large number of expirations occurring in the construction industry. Fifty-five percent of the construction sector agreements covering more than 70,000 employees will participate in industrial-commercial-institutional (ICI) bargaining and will be bargaining for three-year agreements. A total of 102,000 employees will be affected by this year's construction sector bargaining.

Expirations in August are primarily agreements for elementary and secondary school teachers, but it is important to note that with the passage of Bill 160, all agreements between school boards and teachers' federations are effectively reopened for negotiations on January 1, 1998. The December figures include 64,300 provincial government employees in addition to local government, health and welfare retail trade and recreation services. In the provincial government, key issues will include negotiations on wage scales for a new job classification system.

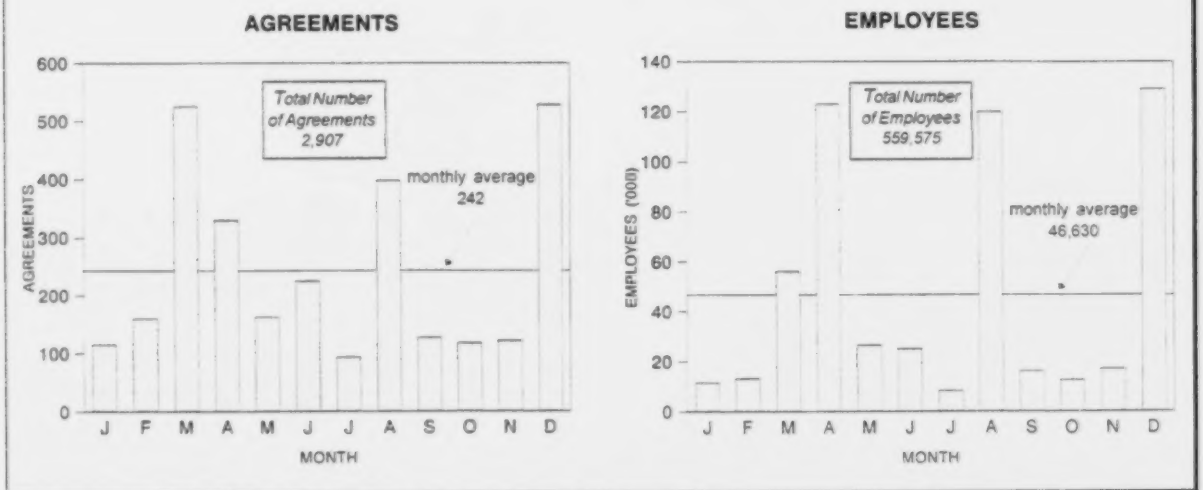
In terms of contract expirations in 1998, the most active months are March, August and December accounting for almost 50% of the total expirations. (See Figure 3). March expirations include mostly the health and welfare sector agreements such as nursing homes, homes for the aged and hospital support units.

Industrial Activity

Bargaining in 1998 will yet again be concentrated in the non-manufacturing sector due to the large number of contracts expiring in education, health and welfare, local government, retail and wholesale trade, construction and other services such as security and investigative services. A total of 2,082 collective agreements will be expiring in the non-manufacturing sector, covering approximately 468,000 employees. This figure represents more than 72% of all expirations for the year and approximately 84% of employees. The BPS accounts for 55% of non-manufacturing agreement expirations and approximately 57% of these employees.

The manufacturing sector comprises about 28% of bargaining in 1998 covering 16% of employees scheduled to bargain. Manufacturing sector bargaining is largely concentrated in the food and beverage sector, fabricated metals, pulp and paper, and printing and publishing. The pulp and paper industry has eighty-three collective agreements covering more than 12,000 employees expiring in 1998, primarily in the first four months. Bargaining will affect agreements across the country. The dominant union in this industry is the Communications, Energy and Paperworkers Union.

Figure 3 - **MONTHLY BARGAINING ACTIVITY, 1998**



Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

Most of this group is coming out of five-year agreements with only changes to wages after a contract reopener in 1996. Any changes in industry structure or global competition over the last five years will have to be addressed in this round of bargaining.

One third of all private sector agreements are scheduled to expire in 1998. Major private sector negotiations include construction (22 of the 25 trades in the ICI sector including: electrical trade, labourers, mechanical contractors and masonry contractors), communications (Bell Canada), transportation (Air Canada, CP, CANPAR Transport), transportation equipment (CAMI Automotive, AG Simpson Co. Ltd.), electrical products (Ford Electronics, General Electric), recreational services (Canadian Film and Television Producers Association, Windsor Casino Ltd.), retail trade (Brewers Retail, Fortinos Supermarkets Ltd.), pulp and paper (Avenor Inc., Domtar Inc., Abitibi-Price, E.B. Eddy), management services (Canadian Advertising Institute and Canadian Advertisers Association), and accommodation and food services (CARA and various independent franchises).

Major public sector negotiations will take place in education and related services (school boards, York University), health and community services (hospitals, nursing homes, the Teaching Hospitals Committee), electric, gas and water (Ontario Hydro), retail trade (LCBO), federal government (Treasury Board of Canada) communications (Canada Post), municipalities and the provincial government (administrative, institutional, office, operational, technical, and correctional units).

Union Activity

Among the ninety different unions involved in bargaining in 1998, about 70% of all employees in negotiations in 1998 are covered by ten unions (see chart below). The teachers' federations, the Ontario Public Service Employees Union, the Canadian Union of Public Employees, the Canadian Auto Workers, the Communications, Energy and Paperworkers Union, the United Steelworkers, the Labourers International Union, the United Food and Commercial Workers, the Plumbers and the International Brotherhood of Electrical Workers represent 70% of all collective agreements expiring in 1998.

UNIONS WITH 1998 CONTRACT EXPIRIES COVERING THE LARGEST NUMBER OF EMPLOYEES

Union	Agreements	Employees	% of All Employees with Expiring Contracts
Various Teachers Unions (AEFO, Indep, OECTA, OPSTF, OSSTF, Provincial)	219	90,685	16.2
Ontario Public Service Employees Union (OPSEU)	72	70,299	12.6
Canadian Union of Public Employees (CUPE)	481	64,784	11.6
Canadian Auto Workers (CAW)	172	32,111	5.7
Communications, Energy, Paperworkers Union (CEP)	135	30,111	5.4
United Steelworkers of America (USWA)	295	24,031	4.3
Labourers International Union of North America (LIUNA)	150	22,031	3.9
United Food & Commercial Workers (UFCW)	206	21,887	3.9
International Brotherhood of Electrical Workers (IBEW)	71	17,640	3.2
United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the US and Canada (UA)	16	17,550	3.1
Total	**1,817**	**391,129**	**69.9**

Source: Office of Collective Bargaining Information, Ontario Ministry of Labour

TABLES

Table 1

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1998, BY MONTH AND INDUSTRY, NUMBER OF AGREEMENTS

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**43**	**81**	**74**	**130**	**60**	**55**	**32**	**63**	**60**	**46**	**59**	**122**	**825**
Food, Beverage	2	14	10	8	11	6	8	10	9	5	7	34	124
Tobacco Products	0	0	0	0	0	0	0	0	0	1	0	0	1
Rubber, Plastics	1	7	3	5	5	1	1	2	5	3	2	4	39
Leather	1	0	0	0	1	0	0	0	0	2	1	1	6
Textile	1	1	1	1	1	3	0	1	4	1	1	4	19
Knitting Mills	0	0	0	0	0	0	0	0	0	0	1	0	1
Clothing	0	2	2	1	4	2	3	2	0	1	3	4	24
Wood	1	3	1	4	1	4	2	12	2	2	5	2	39
Furniture, Fixtures	0	0	1	3	1	0	1	0	1	2	2	2	13
Paper	2	9	1	49	3	3	0	6	4	2	0	4	83
Printing, Publishing	5	1	5	11	3	3	0	3	3	2	6	24	66
Primary Metals	1	3	6	1	4	2	0	0	1	1	2	2	23
Fabricated Metals	10	18	9	17	4	12	9	11	9	9	9	12	129
Machinery	5	1	3	5	6	5	3	3	6	2	1	2	42
Transportation Equipment	2	4	8	5	4	5	4	6	7	6	4	7	62
Electrical Products	6	5	4	6	3	3	1	1	4	2	3	2	40
Non-Metallic Minerals	2	7	12	8	3	1	0	3	1	3	8	9	57
Petroleum, Coal	0	0	1	0	1	0	0	0	0	0	1	0	3
Chemicals	4	4	5	3	3	5	0	3	3	0	3	5	38
Other Manufacturing	0	2	2	3	2	0	0	0	1	2	0	4	16
TOTAL NON-MANUFACTURING	**72**	**79**	**452**	**200**	**103**	**170**	**62**	**336**	**68**	**72**	**63**	**405**	**2,082**
Forestry	0	0	0	4	0	0	0	9	1	0	0	0	14
Mining, Quarrying	1	1	1	8	3	1	1	2	0	3	2	2	25
Transportation	5	2	18	6	7	11	2	4	5	5	0	30	95
Storage	2	3	1	0	0	1	2	0	0	1	1	4	15
Communications	1	0	5	1	1	2	0	3	2	0	2	1	18
Electric, Gas, Water	5	4	30	13	10	5	1	3	6	2	2	12	93
Wholesale Trade	12	13	17	7	9	7	4	7	5	6	10	17	114
Retail Trade	6	5	9	5	7	13	11	8	8	3	6	18	99
Finance, Insurance Carriers	0	2	2	0	0	0	0	2	1	0	2	1	10
Real Estate, Insurance Agencies	0	2	8	3	1	4	4	3	1	1	11	18	56
Education, Related Services	2	4	68	12	4	45	4	266	0	5	5	45	460
Health, Welfare Services	6	6	182	11	18	15	4	5	21	11	1	94	374
Religious Organizations	0	0	1	0	0	0	0	0	0	0	0	0	1
Recreational Services	4	1	2	3	6	5	0	3	2	1	4	11	42
Management Services	1	5	10	2	0	3	2	4	3	1	1	4	36
Personal Services	2	0	2	8	1	0	0	0	1	4	2	0	20
Accommodation, Food Services	10	6	6	10	8	14	7	8	2	12	2	13	98
Other Services	8	20	17	19	15	31	18	5	2	10	4	27	176
Federal Government	0	2	1	2	2	0	0	0	3	1	1	0	12
Provincial Government	0	0	0	0	0	0	0	1	0	1	0	7	9
Local Government	6	2	71	6	8	7	0	2	5	3	0	95	205
Construction	1	1	1	80	3	6	2	1	0	2	7	6	110
ALL INDUSTRIES	**115**	**160**	**526**	**330**	**163**	**225**	**94**	**399**	**128**	**118**	**122**	**527**	**2,907**

Table 2

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1998, BY MONTH AND INDUSTRY, NUMBER OF EMPLOYEES COVERED

INDUSTRY	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
TOTAL MANUFACTURING	**6,955**	**8,174**	**7,801**	**15,213**	**7,787**	**3,350**	**5,489**	**6,938**	**8,380**	**6,253**	**4,978**	**10,594**	**91,912**
Food, Beverage	251	688	1,110	1,355	1,244	140	858	341	495	1,498	529	2,274	10,783
Tobacco Products	0	0	0	0	0	0	0	0	0	260	0	0	260
Rubber, Plastics	91	1,093	278	1,113	1,508	40	20	92	1,313	163	338	1,203	7,252
Leather	106	0	0	0	10	0	0	0	0	514	400	65	1,095
Textile	1,150	18	15	31	48	351	0	136	435	83	30	945	3,242
Knitting Mills	0	0	0	0	0	0	0	0	0	0	46	0	46
Clothing	0	57	800	15	185	115	255	463	0	5	475	176	2,546
Wood	70	149	194	45	80	121	134	1,728	223	54	400	30	3,228
Furniture, Fixtures	0	0	376	200	65	0	45	0	58	211	45	103	1,103
Paper	238	1,062	30	8,515	327	252	0	1,242	368	201	0	422	12,657
Printing, Publishing	831	61	141	134	199	94	0	97	182	12	156	917	2,824
Primary Metals	210	580	1,528	150	1,192	187	0	0	5	20	35	137	4,044
Fabricated Metals	763	1,610	696	551	674	448	518	1,333	626	609	1,008	942	9,778
Machinery	337	18	297	245	441	637	164	630	631	75	300	12	3,787
Transportation Equipment	370	506	841	1,088	464	485	3,490	688	2,912	1,952	892	2,293	15,981
Electrical Products	2,179	1,516	773	1,414	1,060	84	5	30	505	220	76	5	7,867
Non-metallic Minerals	105	214	207	222	109	135	0	85	144	280	151	430	2,082
Petroleum, Coal	0	0	180	0	14	0	0	0	0	0	5	0	199
Chemicals	254	120	264	101	57	261	0	73	446	0	92	339	2,007
Other Manufacturing	0	482	71	34	110	0	0	0	37	96	0	301	1,131
TOTAL NON-MANUFACTURING	**4,678**	**5,137**	**48,314**	**107,702**	**18,807**	**21,890**	**2,878**	**113,026**	**7,973**	**6,549**	**12,168**	**118,541**	**467,663**
Forestry	0	0	0	121	0	0	0	1,772	250	0	0	0	2,143
Mining, Quarrying	38	283	324	127	107	9	180	245	0	273	30	8	1,624
Transportation	245	321	1,982	1,097	582	1,673	45	950	465	2,951	0	3,632	13,943
Storage	31	96	39	0	0	25	14	0	0	12	82	241	540
Communications	750	0	2,133	19	10,500	2,643	0	121	3,055	0	9,252	28	28,501
Electric, Gas, Water	1,398	121	1,497	1,911	425	78	3	60	81	46	42	5,656	11,318
Wholesale Trade	248	638	1,014	320	148	167	271	201	159	104	351	463	4,084
Retail Trade	238	240	5,447	173	665	2,636	422	291	112	115	242	6,122	16,703
Finance, Insurance Carriers	0	625	31	0	0	0	0	60	14	0	21	13	764
Real Estate, Insurance Agencies	0	42	1,187	45	4	29	23	50	10	65	376	514	2,345
Education, Related Services	85	248	6,466	2,504	310	8,684	635	107,312	0	143	534	6,998	133,919
Health, Welfare Services	286	180	17,800	430	652	710	349	125	1,949	490	50	10,446	33,467
Religious Organizations	0	0	7	0	0	0	0	0	0	0	0	0	7
Recreational Services	61	120	1,811	85	165	303	0	25	37	79	246	7,506	10,438
Management Services	16	113	2,735	51	0	325	274	755	776	65	18	223	5,351
Personal Services	49	0	34	76	35	0	0	0	30	103	27	0	354
Accommodation, Food Services	382	171	107	774	2,677	1,509	225	157	250	806	315	1,024	8,397
Other Services	141	460	467	698	204	542	400	127	156	176	22	675	4,068
Federal Government	0	1,157	88	736	1,977	0	0	0	519	247	100	0	4,824
Provincial Government	0	0	0	0	0	0	0	306	0	780	0	64,302	65,388
Local Government	676	22	5,135	354	327	233	0	465	110	51	0	9,694	17,067
Construction	34	300	10	98,181	29	2,324	37	4	0	43	460	996	102,418
ALL INDUSTRIES	**11,633**	**13,311**	**56,115**	**122,915**	**26,594**	**25,240**	**8,367**	**119,964**	**16,353**	**12,802**	**17,146**	**129,135**	**559,575**

Table 3

ONTARIO COLLECTIVE BARGAINING AGREEMENTS EXPIRING IN 1998, COVERING 200 OR MORE EMPLOYEES, BY MONTH OF EXPIRATION

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
JANUARY			
Arrow Moulded Plastics Of Canada Ltd	300	Cdn Auto Workers	Leamington, T
Caradon Ltd Caradon Indalex Div	210	United Steelworkers	Mississauga, C Toronto, C
Carlton Cards Ltd	750	Communications Energy Paperwkr	Brampton, C
Centra Gas Ontario Inc	231	Communications Energy Paperwkr	Cochrane, T Cornwall, C Iroquois Falls, T Kapuskasing, T Kirkland Lake, T Port Hope, T Thunder Bay, C Timmins, C
Du Pont Canada Inc Kingston Site	1,150	Independent Local Union	Kingston, C
Eaton Yale Ltd Auto Controls Div	480	United Steelworkers	St. Thomas, C
Entourage Technology Solutions	750	Communications Energy Paperwkr	Province-wide
Euclid-Hitachi Heavy Equipment Ltd	200	Cdn Auto Workers	Guelph, C
Ford Electronics Manufacturing Corp	1,566	Machinists	Markham, T
Great Pacific Entreprises Inc Montebello Packaging Div	225	United Steelworkers	Hawkesbury, T
London City Corp Fire Dept	373	Ont Firefighters	London, C
Peel Regional Municipality Works Dept	218	Cdn Public Empls (CUPE)	Brampton, C
SPC Corp Ltd Shorewood Packaging	218	Graphic Communications Union	Smith's Falls, Separated Town
Toronto Electric Commissioners Hourly	597	Cdn Public Empls (CUPE)	Toronto, C
Toronto Hydro-Electric System Salaried	514	Cdn Public Empls (CUPE)	Toronto, C
100 Agreements Covering Fewer Than 200 Employees.....3,851			
Total: 115 Agreements.....11,633			
FEBRUARY			
Alcan Aluminium Ltd Algoods Div	200	United Steelworkers	Toronto, C
Canadian General-Tower Ltd	460	United Steelworkers	Cambridge, C
Canadian Imperial Bank Of Commerce Visa Centre	560	United Steelworkers	Toronto, C
Communications Security Estab Natl Defence Admin	400	Public Service Alliance	Ottawa, C
Electro-Wire Of Canada Ltd	260	Communications Energy Paperwkr	Owen Sound, C
Exide Canada Inc	225	Cdn Auto Workers	Vaughan, T
Falconbridge Ltd Canadian Nickel Div, Office	283	United Steelworkers	Sudbury, C
Fenwick Auto Products, City Wide Automatic Transmission Fapc	350	United Steelworkers	Toronto, C
Form Rite Ltd Siebe Fluid Systems	550	Cdn Auto Workers	London, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
General Electric Canada Inc	1,000	Cdn Auto Workers	Burlington, C
			Peterborough, C
			Pickering, T
Goodyear Canada Inc	254	United Steelworkers	Bowmanville, T
Honeywell Ltd	430	Cdn Auto Workers	Scarborough, C
Imperial Parking Ltd O/A Impark	300	Food & Commercial Workers	Toronto, C
London And District Concrete Forming Contractors	300	Labourers	Bruce County
			Elgin County
			Huron County
			Middlesex County
			Oxford County
			Perth County
National Research Council Of Canada Technical	757	Research Council Employees	Ottawa, C
Pepsi-Cola Canada Beverages Ltd	324	Teamsters	Mississauga, C
Provincial Papers Local 239	426	Communications Energy Paperwkr	Thunder Bay, C
Provincial Papers Local 40	211	Communications Energy Paperwkr	Thunder Bay, C
Richmond Die Casting Ltd	250	Cdn Auto Workers	Cornwall, C

141 Agreements Covering Fewer Than 200 Employees.....5,771
Total: 160 Agreements.....13,311

MARCH

Algoma District Home for Aged F J Davey Home	239	Cdn Public Empls (CUPE)	Sault Ste Marie, C
			Thessalon, T
Brampton City Corp Outside	241	Cdn Public Empls (CUPE)	Brampton, C
Canada Post Corp Postal Operations Supervisory	1,200	Postal Officials	Province-wide
Canadian Broadcasting Corp General Administrative Unit	667	Cdn Public Empls (CUPE)	Province-wide
Canadian Red Cross Society Blood Transfusion Service	300	Ont Public Service Empls	Hamilton, C
			London, C
			Ottawa, C
			Toronto, C
Carleton Board Of Education Custodial/Maintenance	568	Ont Secondary School Teachers	Nepean, C
Cdn Advertising Institute & Cdn Advertisers Assn	2,431	Cdn TV & Radio Artists	Province-wide
Cluett Peabody Canada Inc Arrow Co Div	350	Needletrades Ind Textile-UNITE	Kitchener, C
Cold Springs Farm Ltd Breeding & Hatchery	300	Independent Local Union	Thamesford
Cold Springs Farm Ltd Processing	400	Independent Local Union	Thamesford
Community Living Algoma	391	Cdn Public Empls (CUPE)	Sault Ste Marie, C
Community Services To Jewish Elderly Senior Care	230	Service Employees Intl	Toronto, C
Dufferin-Peel RCSSB Maintenance	500	Cdn Public Empls (CUPE)	Mississauga, C
Dufferin-Peel RCSSB Office	310	Cdn Public Empls (CUPE)	Mississauga, C
Durham Regional Municipality	700	Cdn Public Empls (CUPE)	Whitby, T
Durham Regional Municipality Homes For Aged	650	Cdn Public Empls (CUPE)	Oshawa, C
Durham Regional Municipality Works	350	Cdn Public Empls (CUPE)	Whitby, T
Essex County Board Of Education Office and Edu. Assistants	203	Cdn Public Empls (CUPE)	Essex, T
Essex County RCSSB Office/Tech/Educational Asst	230	Cdn Public Empls (CUPE)	Essex, T
Frontenac County Board Of Education Secondary Occasional	300	Ont Secondary School Teachers	Kingston, C
General Electric Canada Inc	550	Communications Energy Paperwkr	Oakville, T
Hamilton City Board Of Education Maintenance	468	Cdn Public Empls (CUPE)	Hamilton, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Hamilton Street Railway Hourly	502	Transit Union (Intl)	Hamilton, C
Hamilton-Wentworth Regional Municipality Macassa/Wentworth	218	Cdn Public Empls (CUPE)	Hamilton, C
Inco Ltd Office & Technical	475	United Steelworkers	Sudbury, C
La-Z-Boy Canada Ltd	376	Electronic, Furniture Wkrs	Waterloo, C
Lakehead Assn For Community Living	300	Ont Public Service Empls	Thunder Bay, C
Levi Strauss And Co (Canada) Inc	450	Needletrades Ind Textile-UNITE	Stoney Creek, C
Liberty Health Office/Clerical	260	Independent Local Union	Toronto, C
Liquor Control Board And Liquor Licence Board	5,000	Ont Liquor Board Employees	Province-wide
London Community Living Part-Time	250	Ont Public Service Empls	London, C
Mississauga City Corp Transit Div	523	Transit Union (Intl)	Mississauga, C
Mississauga Public Library Board Office	375	Cdn Public Empls (CUPE)	Mississauga, C
Northumberland-Clarington Board Of Education Maintenance	218	Cdn Public Empls (CUPE)	Cobourg, T
Ontario Educational Communications Authority TV Ontario	230	Communications Energy Paperwkr	Toronto, C
Ontario Housing And Metro Toronto Housing Authority	520	Cdn Public Empls (CUPE)	Toronto, C
Oshawa City Corp Office/Tech	260	Cdn Public Empls (CUPE)	Oshawa, C
Oshawa City Corp Outside	200	Cdn Public Empls (CUPE)	Oshawa, C
Pembroke General Hospital Office/Service/Technical	272	Cdn Public Empls (CUPE)	Pembroke, C
Pickering Town Corp Office/Outside	500	Cdn Public Empls (CUPE)	Pickering, T
Rockwell International Suspension Systems Co	360	Cdn Auto Workers	Chatham, C Milton, T
Rygiel Home	200	Cdn Public Empls (CUPE)	Hamilton, C
Sammi Atlas Inc Atlas Specialty Steels Div	777	Cdn Auto Workers	Welland, C
Sault Ste Marie Board Of Education Maintenance	200	Cdn Public Empls (CUPE)	Sault Ste Marie, C
Sifto Canada Inc	324	Communications Energy Paperwkr	Goderich, T
Sisters Of Charity Of Ottawa Health Service	987	Cdn Transit Union	Ottawa, C
Sudbury District RCSSB Maintenance	220	Cdn Public Empls (CUPE)	Sudbury, C
Teaching Hospitals Committee	3,200	Internes & Residents Assn	Hamilton, C Kingston, C London, C Ottawa, C Toronto, C
TNT Overland Express Freight	500	Teamsters	Province-wide
Toronto Metropolitan Catholic Childrens Aid Society	217	Cdn Public Empls (CUPE)	Toronto, C
Toronto Metropolitan Zoo Board Office & Service	288	Cdn Public Empls (CUPE)	Scarborough, C
Vaughan City Corp Office	205	Cdn Public Empls (CUPE)	Vaughan, T
Veltri Stamping Corp	200	Cdn Auto Workers	Windsor, C
Ventra Group Inc Seeburne Div	200	United Steelworkers	Tottenham, VI
Victorian Order Of Nurses Central Agreement, RNAs	509	Ont Practical Nurses	Brockville, C Chatham, C Cornwall, C Guelph, C Kent County Niagara Region Perth County Peterborough County Sudbury Region Waterloo Region Wellington County
Victorian Order Of Nurses Hamilton-Wentworth Branch	450	Ont Public Service Empls	Hamilton-Wentworth Region
Victorian Order Of Nurses Windsor-Essex County Branch, Visit	250	Cdn Public Empls (CUPE)	Essex County Windsor, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Wentworth County Board Of Education Maintenance	200	Cdn Public Empls (CUPE)	Ancaster, T
Windsor Casino Ltd	1,800	Cdn Auto Workers	Windsor, C
Windsor City Board Of Education Maintenance	215	Cdn Public Empls (CUPE)	Windsor, C
Windsor Community Living Support Services	230	Cdn Public Empls (CUPE)	Windsor, C
Windsor Regional Hospital	245	Electrical Workers (IBEW)	Windsor, C
Windsor Regional Hospital Metropolitan Campus	320	Cdn Public Empls (CUPE)	Windsor, C

463 Agreements Covering Fewer Than 200 Employees.....21,511
Total: 526 Agreements.....56,115

APRIL

Abitibi-Price Inc Fort William Div	205	Communications Energy Paperwkr	Thunder Bay, C
Abitibi-Price Inc Iroquois Falls Div	529	Communications Energy Paperwkr	Iroquois Falls, T
Air Canada	1,000	Air Line Pilots	Province-wide
Architectural Glass And Metal Contractors Assn	700	Painters	Province-wide
Avenor Inc Thunder Bay	200	Communications Energy Paperwkr	Thunder Bay, C
Avenor Inc Thunder Bay Mill	1,200	Communications Energy Paperwkr	Thunder Bay, C
Boilermaker Contractors Assn	1,700	Boilermakers	Province-wide
Camco Inc Major Appliance Plant	950	Cdn Auto Workers	Hamilton, C Stoney Creek, C
Canadian Automatic Sprinkler Assn	900	Plumbers	Province-wide
Captain Developments Ltd Sheraton Parkway Hotel	221	Food & Commercial Workers	Richmond Hill, T
Carleton University Academic Staff/Librarians	700	University Professors	Ottawa, C
Consumers Gas Co Ltd	600	Communications Energy Paperwkr	Brockville, C Georgian Bay, Tp Toronto, C
Consumers Gas Co Ltd Office	800	Communications Energy Paperwkr	Georgian Bay, Tp Toronto, C
Domtar Inc Domtar Fine Papers	250	Communications Energy Paperwkr	St. Catharines, C
Domtar Inc Domtar Fine Papers, Cornwall Mill	1,100	Communications Energy Paperwkr	Cornwall, C
Domtar Inc Packaging Group, Containerboard Div	350	Communications Energy Paperwkr	Red Rock, Tp
Donohue Quno Inc Quno Corp	256	Communications Energy Paperwkr	Thorold, C
E B Eddy Forest Products Ltd	354	Communications Energy Paperwkr	Ottawa, C
E B Eddy Forest Products Ltd	518	Communications Energy Paperwkr	Espanola, T
Electrical Power Systems Construction Assn	230	Boilermakers	Province-wide
Electrical Power Systems Construction Assn	1,000	Asbestos Workers Carpenters Intl Operating Engineers Labourers Painters Plasterers Teamsters	Province-wide
Electrical Trade Bargaining Agency	13,000	Electrical Workers (IBEW)	Province-wide
H J Heinz Co Of Canada Plant Unit	700	Food & Commercial Workers	Leamington, T

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Hamilton And Area Signatory Contractors Non-ICI	200	Painters	Burlington, C Hamilton, C Simcoe, T
House Of Commons Of Canada Operational Group	507	Public Service Alliance	Ottawa, C
Independent Plumbing And Heating Contractors Assn Low Rise Res	200	Plumbers	OLRB Area 8
Interior Systems Contractors Assn Of Ontario	800	Carpenters	Province-wide
Labourers Employer Bargaining Agency	11,000	Labourers	Province-wide
Lear Seating Canada Ltd	500	Cdn Auto Workers	Ajax, T
MacMillan Bloedel Ltd Sturgeon Falls Div	254	Communications Energy Paperwkr	Sturgeon Falls, T
Maidstone Manufacturing Ltd Triam Automotive Inc Div	350	Cdn Auto Workers	Tecumseh, T
Malette Inc Malette Kraft Pulp & Power Div	255	Communications Energy Paperwkr	Smooth Rock Falls, T
Manchestnr Plastics Ltd G.S.Woolley Div	320	Cdn Auto Workers	Scarborough, C
National Auto Radiator Manufacturing Co	250	Cdn Auto Workers	Windsor, C
National Capital Road Builders Assn	930	Intl Operating Engineers Labourers Teamsters	OLRB Area 15
National Elevator And Escalator Assn	1,200	Elevator Constructors	Province-wide
Nichirin Inc	200	Cdn Auto Workers	Brantford, C
Noranda Forest Inc Thorold Specialty Papers Div (Fraser Paper)	373	Communications Energy Paperwkr	Thorold, C
Ont Refrigeration/Air Conditioning Contractors ICI	750	Plumbers	Province-wide
Ont Refrigeration/Air Conditioning Contractors Service	750	Plumbers	Province-wide
Ontario Concrete And Drain Contractors Assn	600	Intl Operating Engineers Labourers	OLRB Area 8
Ontario Electrical Contractors Assn Non-ICI Linework	700	Electrical Workers (IBEW)	Province-wide
Ontario Erectors Assn	5,000	Structural Iron Workers	Province-wide
Ontario Form Work Assn	2,000	Intl Operating Engineers Labourers	Province-wide
Ontario Industrial Roofing Contractors Assn	1,300	Sheet Metal Workers	Province-wide
Ontario Masonry Industry Employers Council	5,000	Bricklayers Intl	Province-wide
Ontario Master Insulators Assn ICI	700	Asbestos Workers	Province-wide
Ontario Master Insulators Assn Maintenance Agrt	450	Asbestos Workers	Province-wide
Ontario Mechanical Contractors Assn	13,000	Plumbers	Province-wide
Ontario Millwrighting Contractors	2,000	Carpenters	Province-wide
Ontario Precast Concrete Manufacturers Assn	400	Labourers	Province-wide
Ontario Residential Painting Contractors	250	Painters	OLRB Area 8
Ontario Sheet Metal And Air Handling Group	8,000	Sheet Metal Workers	Province-wide
Ontario Terrazzo Tile And Marble Guild	800	Bricklayers Intl	Province-wide
Ontario Utility Contractors Assn	2,100	Labourers	Province-wide
Operating Engineers Employer Bargaining Agency	2,500	Intl Operating Engineers	Province-wide
Ottawa Construction Assn	800	Carpenters	OLRB Area 15 OLRB Area 31
Ottawa Construction Assn	600	Labourers	Ottawa, C
Ottawa Mechanical Contractors Assn Residential/Service	450	Plumbers	OLRB Area 13 OLRB Area 15
Ottawa Region Masonry Contractors Assn Non-ICI	200	Labourers	Ottawa, C
Oxford County Board Of Education Elementary Occasional	250	Ont Public School Teachers	Woodstock, C
Painters Employer Bargaining Agency	2,100	Painters	Province-wide
Peel Regional Municipality Income Security, Social Services	250	Cdn Public Empls (CUPE)	Peel Region
Pipe Line Contractors Assn Of Canada Distribution	300	Labourers	Province-wide
Pipe Line Contractors Assn Of Canada Distribution Pipeline	200	Intl Operating Engineers	Province-wide

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Rodmen Employer Bargaining Agency	1,100	Structural Iron Workers	Province-wide
Stone-Consolidated Corp Borse Cascade Canada Ltd	285	United Paperworkers	Kenora, T
Stone-Consolidated Corp Borse Cascade Canada Ltd	350	Communications Energy Paperwkr	Fort Frances, T
Thunder Bay Construction Assn	400	Carpenters	OLRB Area 22
			OLRB Area 23
			OLRB Area 24
Toronto And Vicinity Residential Framing Contractors Assn	1,500	Labourers	OLRB Area 8
Toronto Heavy Construction Assn	700	Labourers	OLRB Area 8
Toronto Hebrew Master Bakers Assn	200	Bakery & Tobacco Workers	Toronto, C
Toronto Masonry Contractors Assn	2,700	Bricklayers Ind	Province-wide
		Labourers	
Toronto Metro Plumbing And Heating Contrs High Rise Resident	700	Plumbers	Inter-OLRB Area Diff Region
Toronto Metropolitan Apartment Builders Assn	225	Labourers	OLRB Area 18
			OLRB Area 8
Toronto Metropolitan Demolition Contractors Inc	400	Labourers	Province-wide
Toronto Metropolitan Road Builders Assn	2,000	Labourers	OLRB Area 8
		Teamsters	
Toronto Metropolitan Road Builders Assn	800	Intl Operating Engineers	OLRB Area 8
Toronto Metropolitan Sewer And Watermain Contractors Assn	1,000	Labourers	OLRB Area 8
		Teamsters	
Toronto Metropolitan Sewer And Watermain Contractors Assn	750	Intl Operating Engineers	OLRB Area 8
Toronto Residential Air Handling Group	400	Sheet Metal Workers	OLRB Area 8
Toronto Residential Low-Rise Forming Contractors Assn	800	Labourers	OLRB Area 8
Treasury Board Of Canada Radio Operations	229	Radio Operators	Province-wide
Ucar Inc	250	Cdn Auto Workers	Welland, C
University Of Guelph Trades/Services/Maintenance	281	Cdn Public Empls (CUPE)	Guelph, C
University Of Ottawa Academic Staff/Librarians	960	University Professors	Ottawa, C
Wabco, Westinghouse Railway (Canada) Ltd	360	Cdn Auto Workers	Stoney Creek, C

243 Agreements Covering Fewer Than 200 Employees.....10,273
Total: 330 Agreements.....122,915

MAY

3M Canada Inc	310	Cdn Auto Workers	London, C
844364 Ontario Ltd, Loeb Park Road FT/PT	200	Food & Commercial Workers	Timmins, C
Alcan Rolled Products Co Kingston Works	203	United Steelworkers	Kingston, C
Bell Canada Clerical And Associated	10,500	Cdn Telephone Empls	Province-wide
Brock Telecom Ltd	790	Communications Energy Paperwkr	Brockville, C
Canadian Shipbldg And Engineering Ltd Port Weller Dry Docks	322	Boilermakers	Port Dalhousie, T
Cara And Various Independent Franchises	2,200	Cdn Restaurant Employees	Barrie, C
			Brampton, C
			Burlington, C
			Cambridge, C
			Etobicoke, C
			Guelph, C
			Hamilton, C
			Markham, T
			Mississauga, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Cara And Various Independent Franchisees (cont'd)			Newmarket, T Niagara Falls, C North York, C Oakville, T Oshawa, C Ottawa, C Richmond Hill, T Scarborough, C St. Catharines, C Toronto, C Whitby, T Windsor, C
Dominion Castings Ltd	758	United Steelworkers	Hamilton, C
Galco Food Products Ltd	325	Food & Commercial Workers	Brampton, C
James River-Marathon Ltd	273	United Paperworkers	Marathon
Kraft Canada Inc	376	Food & Commercial Workers	Cobourg, T
Ladbroke Transit Ltd Innes And Cumberland Div (Drivers)	400	Cdn Auto Workers	Ottawa, C
Northern Telecom Canada Ltd Shop & Warehouse	250	Communications Energy Paperwkr	Toronto, C
Peel Finishing Ltd	350	Cdn Auto Workers	Mississauga, C
Tarvien Co Ltd	214	Cdn Auto Workers	Ajax, T
Treasury Board Of Canada Economics & Related	1,972	Economists & Related Emplts	Province-wide
Uniroyal Goodrich Canada Inc South Plant	915	United Steelworkers	Kitchener, C
Zellers Inc Distribution Centre	350	United Steelworkers	Brampton, C Toronto, C

145 Agreements Covering Fewer Than 200 Employees.....5,886
Total: 163 Agreements.....26,594

JUNE

Blue Line Taxi Co Ltd Members of Owners Group	300	United Steelworkers	Ottawa, C
Canada Post Corp Revenue Postal Operations	1,483	Postmasters & Assistants	Province-wide
Canadian Broadcasting Corp Technical Trades Labour	1,160	Communications Energy Paperwkr	Province-wide
Canadian Standards Assn Office And Service	270	Cdn Public Emplts (CUPE)	Rexdale
Cara And Various Independent Franchisees Swiss Chalet	700	Food & Commercial Workers	Brantford, C Kingston, C London, C Mississauga, C Ottawa, C Peterborough, C Sarnia, C Scarborough, C Toronto, C Waterloo, C Whitby, T
Caterair Chef ... Canada Ltd	493	Cdn Auto Workers	Mississauga, C
Champion Road Machinery Ltd And Gearco Ltd	437	Machinists	Goderich, T
Fairhaven Home	230	Cdn Public Emplts (CUPE)	Peterborough, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Fortinos Supermarkets Ltd	2,026	Food & Commercial Workers	Brampton, C Burlington, C Hamilton, C
Hamilton City Board Of Education Educational/Lunchrm Assts	221	Office & Professional Empls	Hamilton, C
Hamilton-Wentworth RCSSB Office & Professional	370	Cdn Public Empls (CUPE)	Hamilton, C
Hand Assn Of Sewer Watermain And Road Contractors	750	Intl Operating Engineers	OLRB Area 26 OLRB Area 4 OLRB Area 5
Hastings County Board Of Education Maint/Teacher Assistants	415	Cdn Public Empls (CUPE)	Belleville, C
Kraus Carpet Mills Chrome Print/Varichrome Yarns	261	Food & Commercial Workers	Waterloo, C
London City Board Of Education Custodial	350	Cdn Public Empls (CUPE)	London, C
Metro Indus And Commercial Masonry Contrs Residential	250	Bricklayers Intl	OLRB Area 8
Ottawa Electrical Contractors Assn	1,200	Electrical Workers (IBEW)	Carleton Heights (Pt) Ottawa (C) Lanark County Prescott & Russell County Renfrew County
Peel Board Of Education Elementary Occasional	1,076	Ont Public School Teachers	Mississauga, C
Peel Board Of Education Maintenance	913	Cdn Public Empls (CUPE)	Mississauga, C
Peel Board Of Education Office	715	Cdn Public Empls (CUPE)	Mississauga, C
Royal Ontario Museum	200	Ont Public Service Empls	Toronto, C
Ryerson Polytechnic University Office	535	Ont Public Service Empls	Toronto, C
Ryerson Polytechnical University Faculty	550	University Professors	Toronto, C
Sears Canada Inc Fairview	250	United Steelworkers	Willowdale
Sudbury Board Of Education Maintenance	250	Cdn Public Empls (CUPE)	Sudbury, C
Trent University Support Staff	300	Ont Public Service Empls	Peterborough, C
University Of Western Ontario Physical Plant/Thompson Arena	220	Cdn Public Empls (CUPE)	London, C
University Of Windsor Academic Staff/Librarians	525	University Professors	Windsor, C

197 Agreements Covering Fewer Than 200 Employees.....8,200
Total: 225 Agreements.....25,240

JULY

A G Simpson Co Ltd	2,200	Cdn Auto Workers	Cambridge, C Oakville, T Oshawa, C Scarborough, C Windsor, C
Canon Canada Inc O E Div	250	United Steelworkers	Markham, T
Coca-Cola Bottling Ltd	380	Cdn Auto Workers	Toronto, C
Group 4 C P S Ltd At Pearson Intl Airport	260	Teamsters	Malton
Homewood Health Centre Inc	250	Food & Commercial Workers	Guelph, C
Ryerson Polytechnic University Continuing Education, Unit 2	325	Cdn Public Empls (CUPE)	Toronto, C
Siemens Electric Ltd North American Motor Operations Div	1,100	Cdn Auto Workers	London, C
Stelco Fasteners Ltd	266	United Steelworkers	Brantford, C
University Of Windsor Maintenance / Service	267	Cdn Public Empls (CUPE)	Windsor, C

85 Agreements Covering Fewer Than 200 Employees.....3,069
Total: 94 Agreements.....8,367

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
AUGUST			
Atikokan Forest Products Inc	220	IWA - Canada	Sapawe
Avenor Inc Dryden Mill Operations	835	Communications Energy Paperwkr	Dryden, T
Avenor Inc Thunder Bay Woodlands Operations	700	IWA - Canada	Thunder Bay, C
Babcock & Wilcox McDermott Co Div	670	United Steelworkers	Cambridge, C
Brant County RCSSB Elementary	240	Multi-Teachers Assns	Brantford, C
Brinks Canada Ltd Amoured Car Operations	500	Teamsters	Hamilton, C Kitchener, C London, C Sarnia, C Sault Ste Marie, C St. Catharines, C Sudbury, C Windsor, C
Bruce County Board Of Education Elementary	433	Multi-Teachers Assns	Chesley, T
Bruce County Board Of Education Secondary	280	Ont Secondary School Teachers	Chesley, T
Carleton RCSSB Elementary/Secondary	1,400	Ont English Catholic Teachers	Nepean, C
Carleton RCSSB Maint/Drivers	200	Independent Local Union	Ottawa, C
Carleton RCSSB Occasional Teachers	750	Ont English Catholic Teachers	Nepean, C
Carleton University Centre For Applied Language Studies	250	Cdn Public Empls (CUPE)	Ottawa-Carleton Region
Carleton University Teaching Assistants PT	1,200	Cdn Public Empls (CUPE)	Ottawa, C
Dufferin County Board Of Education Elementary	300	Multi-Teachers Assns	Orangeville, T
Dufferin County Board Of Education Secondary	200	Ont Secondary School Teachers	Orangeville, T
Dufferin-Peel RCSSB Elementary	2,600	Multi-Teachers Assns	Mississauga, C
Dufferin-Peel RCSSB Occasional Teachers	700	Ont English Catholic Teachers	Mississauga, C
Dufferin-Peel RCSSB Secondary	1,400	Multi-Teachers Assns	Mississauga, C
Dufferin-Peel RCSSB Teacher Assistants	210	Independent Local Union	Mississauga, C
Durham Board Of Education Elementary	2,300	Multi-Teachers Assns	Oshawa, C
Durham Board Of Education Office/Clerical/Technical	350	Cdn Public Empls (CUPE)	Oshawa, C
Durham Board Of Education Secondary	1,400	Ont Secondary School Teachers	Oshawa, C
Durham Region RCSSB Elementary	950	Multi-Teachers Assns	Oshawa, C
Durham Region RCSSB Secondary	386	Multi-Teachers Assns	Oshawa, C
E B Eddy Forest Products Ltd Forestry Div	250	IWA - Canada	Espanola, T
E B Eddy Forest Products Ltd Wood Products Div	230	Communications Energy Paperwkr	Nairn Centre
East York Borough Board Of Education Office	358	Cdn Public Empls (CUPE)	East York, Borough
Elgin County Board Of Education Elementary	490	Multi-Teachers Assns	St. Thomas, C
Elgin County Board Of Education Elementary Occasional	250	Ont Public School Teachers	St. Thomas, C
Elgin County Board Of Education Secondary	290	Ont Secondary School Teachers	St. Thomas, C
Essex County Board Of Education Elementary	668	Multi-Teachers Assns	Essex, T
Essex County Board Of Education Secondary	457	Ont Secondary School Teachers	Essex, T
Essex County RCSSB Elementary	422	Ont English Catholic Teachers	Essex, T
Essex County RCSSB Secondary	234	Ont English Catholic Teachers	Essex, T
Etobicoke City Board Of Education Maintenance	417	Cdn Public Empls (CUPE)	Etobicoke, C
Frontenac County Board Of Education Elementary	670	Multi-Teachers Assns	Kingston, C
Frontenac County Board Of Education Maintenance	260	Cdn Public Empls (CUPE)	Kingston, C
Frontenac County Board Of Education Office/Educational Assis	330	Cdn Public Empls (CUPE)	Kingston, C
Frontenac County Board Of Education Secondary	522	Ont Secondary School Teachers	Kingston, C
Great West Timber Ltd	325	Communications Energy Paperwkr	Thunder Bay, C
Grey County Board Of Education Elementary	526	Multi-Teachers Assns	Markdale, Vl
Grey County Board Of Education Secondary	352	Ont Secondary School Teachers	Markdale, Vl

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Haldimand Board Of Education Elementary	292	Multi-Teachers Assns	Cayuga, Vl
Haldimand Board Of Education Secondary	257	Ont Secondary School Teachers	Cayuga, Vl
Halton Board Of Education Elementary	1,750	Multi-Teachers Assns	Burlington, C
Halton Board Of Education Maintenance	355	Cdn Public Empls (CUPE)	Burlington, C
Halton Board Of Education Secondary	1,207	Ont Secondary School Teachers	Burlington, C
Halton RCSSB Elementary	825	Multi-Teachers Assns	Burlington, C
Halton RCSSB Secondary	325	Ont English Catholic Teachers	Burlington, C
Hamilton City Board Of Education Elementary	1,520	Multi-Teachers Assns	Hamilton, C
Hamilton City Board Of Education Secondary	846	Ont Secondary School Teachers	Hamilton, C
Hamilton-Wentworth RCSSB Elementary	1,040	Multi-Teachers Assns	Hamilton, C
Hastings County Board Of Education Elementary	665	Multi-Teachers Assns	Belleville, C
Hastings County Board Of Education Secondary	400	Ont Secondary School Teachers	Belleville, C
Hastings-Prince Edward County RCSSB	300	Ont English Catholic Teachers	Belleville, C
Huron County Board Of Education Elementary	340	Multi-Teachers Assns	Clinton, T
Kent County Board Of Education Elementary	498	Multi-Teachers Assns	Chatham, C
Kent County Board Of Education Secondary	391	Ont Secondary School Teachers	Chatham, C
Kent County RCSSB	418	Multi-Teachers Assns	Chatham, C
Kimberly-Clark Forest Products Inc Woods Operations	340	IWA - Canada	Longlac, T
Laidlaw Transit Ltd Barrie/Orillia Div	300	Cdn Auto Workers	Barrie, C Orillia, C
Laidlaw Transit Ltd Lindsay/Peterborough Div,Drivers/Garage	280	Cdn Auto Workers	Lindsay, T Peterborough, C
Laidlaw Transit Ltd Markham Div	280	Cdn Auto Workers	Markham, T
Lakehead Board Of Education Elementary	700	Multi-Teachers Assns	Thunder Bay, C
Lakehead Board Of Education Elementary Occasional	200	Ont Public School Teachers	Thunder Bay, C
Lakehead Board Of Education Secondary	394	Ont Secondary School Teachers	Thunder Bay, C
Lakehead District RCSSB Elementary	366	Ont English Catholic Teachers	Thunder Bay, C
Lakehead University Teaching Assistants, Part-Time	330	Cdn Public Empls (CUPE)	Thunder Bay, C
Lambton County Board of Education Elementary	640	Multi-Teachers Assns	Sarnia, C
Lambton County Board Of Education Secondary	447	Ont Secondary School Teachers	Sarnia, C
Lambton County RCSSB Elementary	300	Multi-Teachers Assns	Sarnia, C
Lanark-Leeds-Grenville RCSSB	350	Multi-Teachers Assns	Smith's Falls, Separated Town
Leeds And Grenville County Board Of Education Elementary	550	Multi-Teachers Assns	Brockville, C
Leeds And Grenville County Board Of Education Elementary Occ	200	Ont Public School Teachers	Brockville, C
Leeds And Grenville County Board Of Education Secondary	318	Ont Secondary School Teachers	Brockville, C
Leeds And Grenville County Board Of Education Secondary Occ	200	Ont Secondary School Teachers	Brockville, C
Lennox-Addington County Board Of Education Elementary	240	Multi-Teachers Assns	Napanee, T
Levi Strauss And Co (Canada) Inc Brantford Finishing Centre	430	Needletrades Ind Textile-UNITE	Brantford, C
Lincoln County RCSSB Elementary	340	Multi-Teachers Assns	St. Catharines, C
London City Board Of Education Elementary	1,500	Multi-Teachers Assns	London, C
London City Board Of Education Occasional Teachers	647	Ont Public School Teachers	London, C
London City Board Of Education Secondary	1,243	Multi-Teachers Assns	London, C
London-Middlesex County RCSSB	958	Multi-Teachers Assns	London, C
London-Middlesex County RCSSB Occasional Teachers	300	Ont English Catholic Teachers	London, C
McKenzie Forest Products Inc Hudson Sawmill	230	IWA - Canada	Hudson, Tp
Middlesex County Board Of Education Elementary	446	Multi-Teachers Assns	Hyde Park
Middlesex County Board Of Education Secondary	240	Ont Secondary School Teachers	Hyde Park
Nipissing Board Of Education Elementary	350	Multi-Teachers Assns	North Bay, C
Nipissing Board Of Education Elementary Occasional	200	Ont Public School Teachers	North Bay, C
Nipissing Board Of Education Secondary	260	Ont Secondary School Teachers	North Bay, C
Nipissing District RCSSB Elementary	225	Enseignants Franco-Ontariens	North Bay, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Norfolk Board Of Education Elementary	367	Multi-Teachers Assns	Simcoe, T
Norfolk Board Of Education Secondary	274	Ont Secondary School Teachers	Simcoe, T
North York City Board Of Education Adult Continuing/ESL Inst	350	Cdn Public Empls (CUPE)	North York, C
North York City Board Of Education Caretakers	630	Cdn Public Empls (CUPE)	North York, C
North York City Board Of Education Maintenance	208	Carpenters	North York, C
North York City Board Of Education Office	1,200	Cdn Public Empls (CUPE)	North York, C
Northumberland/Clarington Board Of Education Elementary	940	Multi-Teachers Assns	Cobourg, T
Northumberland/Clarington Board Of Education Secondary	662	Ont Secondary School Teachers	Cobourg, T
Ottawa Board Of Education Education Support Staff	500	Ont Secondary School Teachers	Ottawa, C
Ottawa Board Of Education Educational Assistants	300	Ont Secondary School Teachers	Ottawa, C
Ottawa Board of Education Secondary	871	Ont Secondary School Teachers	Ottawa, C
Ottawa RCSSB Elementary/Secondary	635	Ont English Catholic Teachers	Ottawa, C
Ottawa RCSSB Occasional Teachers	250	Ont English Catholic Teachers	Ottawa, C
Ottawa-Carleton Conseil Des Ecoles Catholiques Elementaire	654	Enseignants Franco-Ontariens	Ottawa-Carleton Region
Ottawa-Carleton Conseil Des Ecoles Catholiques Secondaire	235	Multi-Teachers Assns	Ottawa-Carleton Region
Ottawa-Carleton Conseil Des Ecoles Publiques Secondary	200	Multi-Teachers Assns	Ottawa-Carleton Region
Oxford County Board Of Education Elementary	575	Multi-Teachers Assns	Woodstock, C
Oxford County Board Of Education Secondary	360	Ont Secondary School Teachers	Woodstock, C
Peel Regional Municipality Police Services Board Civilians	424	Police Association	Brampton, C
Perth County Board Of Education Elementary	365	Multi-Teachers Assns	Stratford, C
Perth County Board Of Education Secondary	272	Ont Secondary School Teachers	Stratford, C
Peterborough County Board Of Education	550	Cdn Public Empls (CUPE)	Peterborough, C
Peterborough County Board Of Education Elementary	635	Multi-Teachers Assns	Peterborough, C
Peterborough County Board Of Education Secondary	450	Ont Secondary School Teachers	Peterborough, C
Placer Dome Canada Ltd Detour Lake Mine	225	United Steelworkers	Timmins, C
Prescott-Russell French Language RCSSB Elementary	450	Enseignants Franco-Ontariens	L'Orignal, VI
Prescott-Russell French Language RCSSB Secondary	222	Multi-Teachers Assns	L'Orignal, VI
Provincial Schools Authority	306	Provincial Schools Teachers	Province-wide
Renfrew County Board Of Education Elementary	500	Multi-Teachers Assns	Pembroke, C
Renfrew County Board Of Education Secondary	330	Ont Secondary School Teachers	Pembroke, C
Renfrew County RCSSB	370	Multi-Teachers Assns	Pembroke, C
Ryerson Polytechnic University Instructors	250	Cdn Public Empls (CUPE)	Toronto, C
Sault Ste Marie District RCSSB	392	Multi-Teachers Assns	Sault Ste Marie, C
Scarborough City Board Of Education Maintenance	950	Cdn Public Empls (CUPE)	Scarborough, C
Siemens Electric Ltd Automotive Systems Induction Products	300	Cdn Auto Workers	Tilbury, T
Simcoe County Board Of Education Elementary	1,810	Multi-Teachers Assns	Barrie, C
Simcoe County Board Of Education Secondary	1,166	Ont Secondary School Teachers	Barrie, C
Stormont-Dundas-Glengarry Board Of Education Elementary	440	Multi-Teachers Assns	Cornwall, C
Stormont-Dundas-Glengarry Board Of Education Secondary	345	Multi-Teachers Assns	Cornwall, C
Stormont-Dundas-Glengarry RCSSB Elementary English	251	Ont English Catholic Teachers	Cornwall, C
Stormont-Dundas-Glengarry RCSSB Elementary French	245	Enseignants Franco-Ontariens	Cornwall, C
Sudbury Board Of Education Elementary	520	Multi-Teachers Assns	Sudbury, C
Sudbury Board Of Education Secondary	550	Multi-Teachers Assns	Sudbury, C
Sudbury District RCSSB Elementary English Language Section	355	Ont English Catholic Teachers	Sudbury, C
Sudbury District RCSSB Elementary/Secondary French Language	550	Enseignants Franco-Ontariens	Sudbury, C
Toronto City Board Of Education Adult ESL/Basic Instructors	620	Cdn Public Empls (CUPE)	Toronto, C
Toronto City Board Of Education Chief Caretakers	239	Cdn Public Empls (CUPE)	Toronto, C
Toronto City Board Of Education Elementary Office	220	Cdn Public Empls (CUPE)	Toronto, C
Toronto City Board Of Education Heritage Language	450	Cdn Public Empls (CUPE)	Toronto, Metro Municipality
Toronto City Board Of Education Maintenance/Plant Operation	650	Cdn Public Empls (CUPE)	Toronto, C
Toronto City Board Of Education Office	424	Cdn Public Empls (CUPE)	Toronto, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Toronto City Board Of Education Special Education Dept	700	Cdn Public Empls (CUPE)	Toronto, C
Toronto Metropolitan Separate School Board	2,108	Multi-Teachers Assns	Toronto, C
Toronto Metropolitan Separate School Board Maintenance	891	Cdn Public Empls (CUPE)	Toronto, C
Toronto Metropolitan Separate School Board Occasional Teachers	850	Ont English Catholic Teachers	Toronto, C
Toronto Metropolitan Separate School Board Office	693	Cdn Public Empls (CUPE)	Toronto, C
University Of Guelph Teaching & Service Assistants,Unit #1	750	Cdn Public Empls (CUPE)	Guelph, C
University Of Ottawa Academic Staff, Part-Time	960	Independent Local Union	Cornwall, C Hawkesbury, T Ottawa, C Renfrew, T Smith's Falls, Separated Town
Victoria County Board Of Education Elementary	412	Multi-Teachers Assns	Lindsay, T
Victoria County Board Of Education Secondary	250	Ont Secondary School Teachers	Lindsay, T
Waterloo County Board of Education	450	Independent Local Union	Kitchener, C
Waterloo County Board Of Education Elementary	2,302	Multi-Teachers Assns	Kitchener, C
Waterloo County Board Of Education Elementary Occasional	550	Ont Public School Teachers	Kitchener, C
Waterloo County Board Of Education Occasional Teachers	250	Ont Secondary School Teachers	Kitchener, C
Waterloo County Board Of Education Secondary	1,454	Ont Secondary School Teachers	Kitchener, C
Waterloo Region RCSSB Elementary	880	Ont English Catholic Teachers	Kitchener, C
Waterloo Region RCSSB Maintenance	230	Service Employees Intl	Kitchener, C
Waterloo Region RCSSB Secondary	415	Ont English Catholic Teachers	Kitchener, C
Welland County RCSSB Elementary	550	Multi-Teachers Assns	Welland, C
Welland County RCSSB Secondary (Niagara Unit)	250	Ont English Catholic Teachers	Welland, C
Wellington County Board Of Education Elementary	1,185	Multi-Teachers Assns	Guelph, C
Wellington County Board Of Education Secondary	568	Ont Secondary School Teachers	Guelph, C
Wellington County RCSSB	420	Multi-Teachers Assns	Guelph, C
Wentworth County Board Of Education Elementary	680	Multi-Teachers Assns	Ancaster, T
Wentworth County Board Of Education Secondary	440	Ont Secondary School Teachers	Ancaster, T
Windsor City Board Of Education Elementary	702	Multi-Teachers Assns	Windsor, C
Windsor RCSSB	950	Ont English Catholic Teachers	Windsor, C
Xerox Canada Ltd Canadian Manufacturing Operations Toronto	450	Needletrades Ind Textile-UNITE	Mississauga, C
York City Board Of Education Maintenance	225	Cdn Public Empls (CUPE)	York, C
York Region Board Of Education Elementary	2,918	Multi-Teachers Assns	Aurora, T
York Region Board Of Education Elementary Occasional	1,000	Ont Public School Teachers	Aurora, T
York Region Board Of Education Secondary	1,827	Ont Secondary School Teachers	Aurora, T
York Region RCSSB	2,580	Multi-Teachers Assns	Richmond Hill, T
York University Unit 1-PT	1,147	Cdn Public Empls (CUPE)	Toronto, C
York University Unit 2	650	Cdn Public Empls (CUPE)	Toronto, C

222 Agreements Covering Fewer Than 200 Employees.....13,011
Total: 399 Agreements.....119,964

SEPTEMBER

Avenor Inc Woodlands Operations	250	Communications Energy Paperwkr	Dryden
C S Brooks Corp Caldwell Plant	280	Food & Commercial Workers	Iroquois, Vl
Cami Automotive Inc	2,250	Cdn Auto Workers	Ingersoll, T
Canada Post Corp 18 Support Groups	1,912	Public Service Alliance	Province-wide
Canadian Broadcasting Corp Program, Production, Presentation	1,143	Communications Workers (Amer)	Province-wide

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Central Stampings Ltd	200	Cdn Auto Workers	Windsor, C
Computing Devices Canada Ltd	233	Independent Local Union	Ottawa, C
Cott Beverages Ltd	211	Teamsters	Stittsville, VI
Extendicare (Canada) Inc Laurier Manor	217	Cdn Public Empls (CUPE)	Mississauga, C
Extendicare (Canada) Inc Sudbury/York	260	Cdn Public Empls (CUPE)	Ottawa, C
Extendicare (Canada) Inc West End Villa	255	Cdn Public Empls (CUPE)	Sudbury, C
Hawker Siddeley Canada Inc Orenda Div	230	Machinists	Ottawa, C
John Deere Ltd John Deere Welland Works	450	Cdn Auto Workers	Mississauga, C
Lambton County Corp North Lambton/Meadowview Villa	205	Cdn Public Empls (CUPE)	Welland, C
Standard Products (Canada) Ltd Plants #1 & 2 Erie/Douro St.	930	Cdn Auto Workers	Forest, T
Tele-Direct (Publications) Inc Office	700	Cdn Telephone Empls	Stratford, C
			Kitchener, C
			Ottawa, C
			Sudbury, C
			Toronto, C
Transit Windsor Drivers/Office	203	Transit Union (Intl)	Windsor, C
Treasury Board Of Canada Printing Non-Supervisory	389	Communications Workers (Amer)	Province-wide
		Graphic Communications Union	
		Machinists	
UI Canada Inc Lever Ponds Div	225	Teamsters	Toronto, C

109 Agreements Covering Fewer Than 200 Employees.....5,810
Total: 128 Agreements.....16,353

OCTOBER

Air Canada	1,620	Cdn Public Empls (CUPE)	Province-wide
Bata Industries Ltd Norimco Div	316	Food & Commercial Workers	Hastings County
			Northumberland County
			Prince Edward County
Canpar Transport Ltd	1,250	Transportation-Communications	Province-wide
Imasco Ltd Imperial Leaf Tobacco Div, Seasonal	260	Communications Energy Paperwkr	Aylmer, T
LOF Glass Of Canada Ltd	200	Cdn Auto Workers	Lindsay, Tp
Maple Lodge Farms Ltd	1,100	Food & Commercial Workers	Norval
McDonnell Douglas Canada Ltd	1,200	Cdn Auto Workers	Mississauga, C
Niagara Parks Commission Park Employees	780	Ont Public Service Empls	Niagara Falls, C
Radisson Ottawa Centre	220	Hotel Employees	Ottawa, C
Regal Constellation Hotel	360	Food & Commercial Workers	Toronto, C
St Clair Technologies Inc	268	United Auto Workers	Wallaceburg, T
Treasury Board Of Canada Aircraft Op Code 401	247	Aircraft Operations Assn	Province-wide
TRW Canada Ltd Carr Div	275	Cdn Auto Workers	Brantford, C

105 Agreements Covering Fewer Than 200 Employees.....4,706
Total: 118 Agreements.....12,802

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
NOVEMBER			
Abex Industries Ltd (A F P Ltd) Canparts Automotive Intl	375	Food & Commercial Workers	Cambridge, C
Art Gallery Of Ontario Support And Dining Services	200	Ont Public Service Empls	Toronto, C
Bauer Inc	400	Needletrades Ind Textile-UNITE	Cambridge, C
Bell Canada Craft And Services	6,991	Communications Energy Paperwkr	Province-wide
Bell Canada Operator Services	2,261	Communications Energy Paperwkr	Province-wide
Coppley Noyes And Randall Ltd	350	Needletrades Ind Textile-UNITE	Hamilton, C
Hussmann Store Equipment Ltd	300	Cdn Auto Workers	Brantford, C
Leaf Canada Inc	250	Bakery & Tobacco Workers	Toronto, C
Ottawa Public Library Board	235	Cdn Public Empls (CUPE)	Ottawa, C
Property Management Services Organization	350	Labourers	Toronto, C
Stanley Canada Inc Tools Division	215	Independent Local Union	Smith's Falls, Separated Town
TRW Vehicle Safety Systems Ltd	360	Cdn Auto Workers	Midland, T
Windsor Mold Inc Emrick Plastics Div	217	Cdn Auto Workers	Windsor, C
109 Agreements Covering Fewer Than 200 Employees.....4,642			
Total: 122 Agreements.....17,146			
DECEMBER			
Better Beef Ltd	600	Food & Commercial Workers	Guelph, C
Brewers Retail Inc Warehouses/Retail stores	5,000	Food & Commercial Workers	Province-wide
Canadian Film And TV Production Assn Performers	6,500	Cdn Tv & Radio Artists	Province-wide
Canadian Pacific Hotels Corp Chateau Laurier	325	Cdn Auto Workers	Ottawa, C
Canadian Pacific Ltd & St. Lawrence & Hudson, Conductors	1,433	Locomotive Engineers United Transportation Union	Province-wide
Canadian Pacific Ltd Eastern Reg Clerks	325	Transportation-Communications	Province-wide
Canadian Pipe Fabricators Assn	304	Plumbers	Cambridge, C Mississauga, C Oakville, T Point Edward, Vl
Custom Trim Ltd	1,080	United Steelworkers	Kitchener, C Waterloo, C
Diversicare 1 Ltd Altamont Nursing Home And Other Divs	771	Service Employees Intl	Cheltenham Mississauga, C Rockcliffe Park, Vl Tullamore
Durham Board Of Education Educational Assistants	400	Cdn Public Empls (CUPE)	Oshawa, C
Durham Board Of Education Maintenance	550	Cdn Public Empls (CUPE)	Oshawa, C
Extendicare (Canada) Inc Part-Time	666	Service Employees Intl	Cochrane, T Haliburton Kingston, C Kirkland Lake, T London, C Ottawa, C Peterborough, C Port Stanley, Vl

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Extendicare (Canada) Inc Part-Time (cont'd)			Sault Ste Marie, C
			Scarborough, C
			St. Catharines, C
			Sudbury, C
			Toronto, Metro Municipality
Extendicare (Canada) Inc Units 84, 89 & 95	776	Service Employees Intl	Province-wide
Halton Board Of Education Instructional Assistants	450	Independent Local Union	Halton Region
Hand Assn Of Sewer Watermain And Road Contractors	700	Labourers	OLRB Area 26
			OLRB Area 5
Hastings County Corp Centennial Manor Home For Aged	200	Cdn Public Empls (CUPE)	Bancroft, Vl
Hilroy-A Mead Co	200	Communications Energy Paperwkr	Toronto, C
Hudsons Bay Co Sales (Sherway)	250	United Steelworkers	Etobicoke, C
Hudsons Bay Co The Bay	200	United Steelworkers	Windsor, C
Johnson Controls Inc Canadian Fabricated Products	800	Cdn Auto Workers	Stratford, C
Kitchener City Corp Transit	249	Cdn Auto Workers	Kitchener, C
Lear Seating Canada Ltd	773	Cdn Auto Workers	Kitchener, C
Leeds And Grenville County Board Of Education Office/Maintenance	250	Cdn Public Empls (CUPE)	Brockville, C
London Police Services Board Uniform	430	Police Association	London, C
Manchester Plastics Ltd	210	United Steelworkers	Stratford, C
Med-Chem Laboratories/Medical Sciences Lab Of Newmarket Ltd	700	Brewery & Professional Workers	Lindsay, T
			Markham, T
			Stouffville, Vl
			Toronto, Metro Municipality
Nestle Canada Inc 401 Plant 980 Wilton Grove Rd	344	Teamsters	London, C
Niagara Regional Municipality Office/Outside	681	Cdn Public Empls (CUPE)	Thorold, C
North York City Corp Clerical & Technical	504	Cdn Public Empls (CUPE)	North York, C
North York City Corp Outside	684	Cdn Public Empls (CUPE)	North York, C
North York Public Library Board	440	Cdn Public Empls (CUPE)	North York, C
Ontario Government Administrative	12,855	Ont Public Service Empls	Province-wide
Ontario Government Correctional	5,831	Ont Public Service Empls	Province-wide
Ontario Government Institutional And Health Care	10,990	Ont Public Service Empls	Province-wide
Ontario Government Office Administration	22,223	Ont Public Service Empls	Province-wide
Ontario Government Operational And Maintenance	3,851	Ont Public Service Empls	Province-wide
Ontario Government Technical	8,352	Ont Public Service Empls	Province-wide
Ontario Hydro Professional & Supervisors	5,300	Independent Local Union	Province-wide
Ontario Jockey Club Mutuel Dept Thoroughbred/Standardbred Race	720	Service Employees Intl	Province-wide
Ontario Northland Transportation Comm Track And B And B Forces	250	Maintenance Of Way Employees	North Bay, C
Ontario Plant Maintenance And Repair Contractors Agmt	250	Intl Operating Engineers	Province-wide
Ontario Teachers Pension Plan Board	200	Ont Public Service Empls	Toronto, C
Ottawa Board Of Education Elementary Occasional	450	Ont Public School Teachers	Ottawa, C
Progistix-Solutions Inc Warehousing	209	Communications Energy Paperwkr	Province-wide
Royal Canadian Mint	250	Public Service Alliance	Ottawa, C
Royalcrest Lifecare Centres Ltd Mississauga/Highbourne, Units 90 & 98	205	Service Employees Intl	Etobicoke, C
			Mississauga, C
Scarborough City Corp Office	444	Cdn Public Empls (CUPE)	Scarborough, C
Scarborough City Corp Outside	530	Cdn Public Empls (CUPE)	Scarborough, C
Scarborough Public Library Board Office	327	Cdn Public Empls (CUPE)	Scarborough, C
St Catharines City Corp Outside	219	Cdn Public Empls (CUPE)	St. Catharines, C
Sudbury Regional Police Services Board Uniform	233	Police Association	Sudbury, C
Textron Automotive Interiors	969	United Steelworkers	Port Hope, T
Toronto Colony Hotel Downtown City Hall	210	Hotel Employees	Toronto, C

EMPLOYER NAME	NO OF EMPLS	UNION NAME	LOCATION(S)
Toronto Metropolitan Childrens Aid Society	455	Cdn Public Empls (CUPE)	Toronto, C
Versa-Care Ltd	260	Service Employees Intl	Hamilton, C Ottawa, C Thunder Bay, C
Versa-Care Ltd Brierwood, Riverbend Health Care Partnership	375	Christian Labour Assn	Brantford, C Cambridge, C Kincardine, T Owen Sound, C Paris, T
Versa-Care Ltd Units# 1, 30, 149	255	Service Employees Intl	Durham Region Peel Region Simcoe, T Toronto, Metro Municipality York Region
Waterloo Regional Municipality Office And Health Units	573	Cdn Public Empls (CUPE)	Waterloo, C
Windsor City Corp Inside Workers	1,128	Cdn Public Empls (CUPE)	Windsor, C
Windsor City Corp Outside	287	Cdn Public Empls (CUPE)	Windsor, C
Windsor Police Services Board Unit A Officers	411	Police Association	Windsor, C
York Region Board Of Education Maintenance	686	Cdn Public Empls (CUPE)	Aurora, T
York Region Board Of Education Office/Educational Assistants	783	Cdn Public Empls (CUPE)	Aurora, T
York Region RCSSB Maintenance	319	Cdn Public Empls (CUPE)	Richmond Hill, T
York Region RCSSB Office/Educ Assistants	590	Cdn Public Empls (CUPE)	Aurora, T

462 Agreements Covering Fewer Than 200 Employees.....21,350

Total: 527 Agreements.....129,135